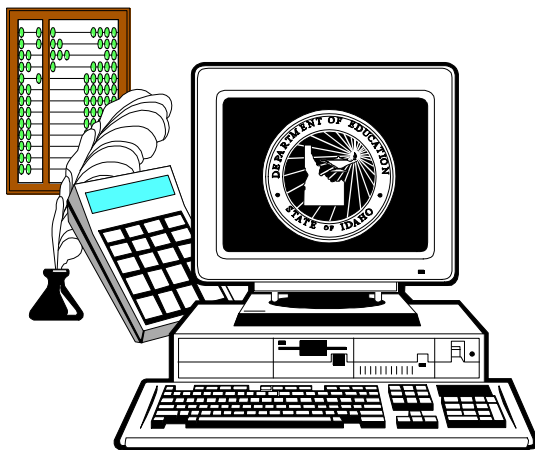


ANNUAL STATISTICAL REPORT

1995-1996



PUBLIC SCHOOL CERTIFIED AND NONCERTIFIED PERSONNEL

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**SUPERINTENDENT OF PUBLIC INSTRUCTION
BOISE, IDAHO**

ANNUAL STATISTICAL REPORT 1995-1996

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INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1995. Salary information for both certified and noncertified staff was supplied for the 1995-96 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this publication, statistics are reported for school district groups according to student membership size. District membership is defined as the total student enrollment less the total student withdrawal as of the last Friday in September. The five membership groups are: districts with over 5,000 students, districts with 2,500 - 4,999 students, districts with 1,000 - 2,499 students, districts with 500 - 999 students, and districts with 1 - 499 students. See Page 2 of this report for a list of the school districts within each category.

CLASSIFICATION OF PERSONNEL

In the certified employee section of this report, employees are counted by Full Time Equivalent (FTE). Certified employees who were reported as performing more than one activity have been counted according to their FTE in each activity.

Noncertified employees who were reported in more than one activity have been counted by their FTE in each job classification. FTE calculations are based on a 2,080 hour work year for noncertified employees.

Employees who have been reported in both certified and noncertified activities have been counted by their FTE as a certified employee and as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPS

Activities of certified employees are grouped into 19 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director -- Administrator of a district-wide educational program.
4. Supervisor/Coordinator --Educator with responsibility for teachers or courses in a specified subject or service area.
5. Elementary Principal
6. Secondary Principal
7. Assistant Principal
8. Elementary Teacher -- Certified teacher who works with students in grades K-6.
9. Secondary Teacher -- Certified teacher who works with students in grades 7-12.
10. Head Teacher
11. Education Media Generalist -- This category includes Librarians.
12. Counselor
13. Psychological Examiner
14. School Psychologist
15. Speech/Language Pathologist
16. Audiologist
17. School Social Worker
18. School Nurse
19. Occupational/Physical Therapist

For clarity of tabular presentation, these 19 job classifications are sometimes consolidated into the activity groups listed below:

4 ACTIVITY GROUPS

1. District Administration

Superintendents
Assistant Superintendents
Directors
Supervisors/Coordinators

2. School Administration

Elementary Principals
Secondary Principals
Assistant Principals
Head Teachers

3. Student Services

Media Generalists
Counselors
Psychological Examiners
School Psychologists
Speech/Language Pathologist
Audiologists
School Social Workers
School Nurses
Occupational/Physical Therapists

4. Instructional Services

Elementary Teachers
Secondary Teachers

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

SCHOOL DISTRICT MEMBERSHIP GROUPS

1995-1996

The following table lists the five (5) membership groups with districts listed in sequence by membership size. In addition, the number full-time equivalent teachers (FTE) and the student/teacher ratio is shown.

The ratios are computed on the basis of the September 29th student membership (i.e. enrollment minus withdrawals) divided by the number of full-time equivalent (FTE) teachers (i.e. the percentage of full-time worked by each employee). The FTE count includes special education and resource room teachers.

RANK	DISTRICT NUMBER	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS *	STUDENT/ TEACHER RATIO
(a)	(b)	(c)	(d)	(e)	(f)

DISTRICTS WITH OVER 5000 STUDENTS					
1	001	BOISE	26,714	1,396.05	19.14
2	002	MERIDIAN	18,641	918.23	20.30
3	025	POCATELLO	13,820	668.83	20.66
4	091	IDAHO FALLS	11,211	552.31	20.30
5	131	NAMPA	8,771	428.41	20.47
6	271	COEUR D'ALENE	8,496	423.19	20.08
7	093	BONNEVILLE	7,736	394.66	19.60
8	411	TWIN FALLS	7,057	353.40	19.97
9	082	BONNER	6,167	314.48	19.61
10	151	CASSIA	5,397	279.36	19.32
11	331	MINIDOKA	5,295	277.94	19.05
12	340	LEWISTON	5,103	289.10	17.65
TOTAL (12 DISTRICTS)			124,408	6,295.96	19.76

DISTRICTS WITH 2,500 - 4,999 STUDENTS					
13	132	CALDWELL	4,988	253.45	19.68
14	055	BLACKFOOT	4,594	233.55	19.67
15	321	MADISON	4,337	212.73	20.39
16	193	MOUNTAIN HOME	4,255	241.35	17.63
17	251	JEFFERSON	4,171	193.15	21.59
18	273	POST FALLS	3,931	190.26	20.66
19	272	LAKELAND	3,529	173.18	20.38
20	261	JEROME	3,154	154.69	20.39
21	139	VALLIVUE	2,970	155.70	19.08
22	061	BLAINE	2,852	182.30	15.64
23	221	EMMETT	2,827	144.33	19.59
24	281	MOSCOW	2,709	161.27	16.80
25	215	FREMONT	2,634	138.14	19.07
TOTAL (13 DISTRICTS)			46,951	2,434.10	19.29

DISTRICTS WITH 1000 - 2499 STUDENTS					
26	003	KUNA	2,463	118.99	20.70
27	052	SNAKE RIVER	2,414	121.07	19.94
28	060	SHELLEY	2,344	113.16	20.71
29	201	PRESTON	2,335	110.46	21.14
30	241	GRANGEVILLE	2,103	119.62	17.58
31	134	MIDDLETON	1,996	102.83	19.41
32	371	PAYETTE	1,992	99.08	20.10
33	033	BEAR LAKE	1,848	94.39	19.58
34	431	WEISER	1,748	88.12	19.84
35	021	MARSH VALLEY	1,744	98.50	17.71
36	101	BOUNDARY	1,736	93.83	18.50
37	171	OROFINO	1,728	102.67	16.83
38	381	AMERICAN FALLS	1,704	94.80	17.97
39	391	KELLOGG	1,660	96.65	17.18
40	322	SUGAR-SALEM	1,584	83.33	19.01
41	412	BUHL	1,563	80.42	19.44
42	291	SALMON	1,375	69.40	19.81
43	041	ST. MARIES	1,347	71.68	18.79
44	150	SODA SPRINGS	1,299	66.61	19.50
45	373	FRUITLAND	1,298	67.43	19.25
46	413	FILER	1,267	64.98	19.50
47	421	MC CALL-DONNELLY	1,258	72.53	17.34
48	414	KIMBERLY	1,248	67.93	18.37
49	231	GOODING	1,244	68.20	18.24
50	370	HOMEDALE	1,219	66.18	18.42
51	401	TETON	1,169	62.80	18.61
52	059	FIRTH	1,098	58.31	18.83
53	232	WENDELL	1,082	58.45	18.51
54	058	ABERDEEN	1,056	55.22	19.12
55	351	ONEIDA	1,030	56.22	18.32
TOTAL (30 DISTRICTS)			47,952	2,523.86	19.00

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS * (FTE) (e)	STUDENT/ TEACHER RATIO (f)
DISTRICTS WITH 500 - 999 STUDENTS					
56	137	PARMA	984	51.91	18.96
57	372	NEW PLYMOUTH	941	51.72	18.19
58	393	WALLACE	848	59.86	14.17
59	252	RIRIE	815	42.76	19.06
60	253	WEST JEFFERSON	799	46.10	17.33
61	262	VALLEY	757	38.19	19.82
62	192	GLENNS FERRY	716	41.91	17.08
63	181	CHALLIS	705	40.41	17.45
64	136	MELBA	693	42.57	16.28
65	304	KAMIAH	692	41.47	16.69
66	111	BUTTE	691	43.41	15.92
67	286	WHITEPINE	688	47.72	14.42
68	363	MARSING	686	40.96	16.75
69	285	POTLATCH	668	37.56	17.78
70	148	GRACE	663	40.56	16.35
71	365	BRUNEAU-GRAND VIEW	625	38.63	16.18
72	202	WEST SIDE	606	37.30	16.25
73	044	PLUMMER-WORLEY	567	40.10	14.14
74	341	LAPWAI	555	35.81	15.50
75	242	COTTONWOOD	528	32.74	16.13
76	133	WILDER	518	34.90	14.84
TOTAL (21 DISTRICTS)			14,745	886.59	16.63
DISTRICTS WITH 1 - 499 STUDENTS					
77	072	BASIN	477	30.00	15.90
78	312	SHOSHONE	446	28.76	15.51
79	422	CASCADE	446	26.98	16.53
80	013	COUNCIL	414	28.94	14.31
81	233	HAGERMAN	413	25.69	16.08
82	415	HANSEN	393	24.11	16.30
83	283	KENDRICK	392	24.41	16.06
84	135	NOTUS	383	27.05	14.16
85	417	CASTLEFORD	364	22.58	16.12
86	282	GENESEE	333	22.86	14.57
87	305	HIGHLAND	327	22.13	14.78
88	274	KOOTENAI	324	19.59	16.54
89	071	GARDEN VALLEY	307	21.05	14.58
90	432	CAMBRIDGE	301	22.63	13.30
91	073	HORSESHOE BEND	300	24.00	12.50
92	418	MURTAUGH	300	21.19	14.16
93	182	MACKAY	294	21.28	13.82
94	011	MEADOWS VALLEY	259	18.20	14.23
95	342	CULDESAC	246	16.70	14.73
96	302	NEZPERCE	232	17.05	13.61
97	161	CLARK	225	17.55	12.82
98	316	RICHFIELD	223	17.95	12.42
99	149	NORTH GEM	214	17.57	12.18
100	121	CAMAS	210	16.67	12.60
101	314	DIETRICH	209	18.14	11.52
102	392	MULLAN	205	19.06	10.76
103	234	BLISS	191	17.09	11.18
104	382	ROCKLAND	158	15.22	10.38
105	292	SOUTH LEMHI	149	15.52	9.60
106	433	MIDVALE	116	14.03	8.27
107	092	SWAN VALLEY	76	5.00	15.20
108	394	AVERY	37	3.60	10.28
109	364	PLEASANT VALLEY	31	2.00	15.50
110	383	ARBON	20	2.00	10.00
111	191	PRAIRIE	14	1.00	14.00
112	416	THREE CREEK	12	1.00	12.00
TOTAL (36 DISTRICTS)			9,041	648.60	13.94
112 DISTRICTS STATEWIDE TOTALS			243,097	12,789.11	19.01

* "Number of Teachers" in this report includes Head Teachers.

CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

1995-1996

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
CLASSIFICATIONS (19)						
SUPERINTENDENT	95.48	91.98	3.50	96.33%	3.67%	0.64%
ASSISTANT SUPERINTENDENT	18.03	15.03	3.00	83.36%	16.64%	0.12%
DIRECTOR	124.60	82.01	42.59	65.82%	34.18%	0.84%
SUPERVISOR/COORDINATOR	85.65	45.18	40.47	52.75%	47.25%	0.58%
PRINCIPAL-ELEMENTARY	282.57	178.09	104.48	63.03%	36.97%	1.90%
PRINCIPAL-SECONDARY	204.25	180.96	23.29	88.60%	11.40%	1.37%
ASSISTANT PRINCIPAL	169.34	123.72	45.62	73.06%	26.94%	1.14%
TEACHER-ELEMENTARY	6,573.26	804.77	5,768.49	12.24%	87.76%	44.25%
TEACHER-SECONDARY	6,211.00	3,069.99	3,141.01	49.43%	50.57%	41.81%
HEAD TEACHER	4.85	2.03	2.82	41.86%	58.14%	0.03%
EDUCATION MEDIA GENERALIST	185.35	32.43	152.92	17.50%	82.50%	1.25%
COUNSELOR	519.35	197.61	321.74	38.05%	61.95%	3.50%
PSYCHOLOGICAL EXAMINER	12.64	7.02	5.62	55.54%	44.46%	0.09%
SCHOOL PSYCHOLOGIST	101.57	52.70	48.87	51.89%	48.11%	0.68%
SPEECH/LANGUAGE PATHOLOGIST	147.18	9.53	137.65	6.48%	93.52%	0.99%
AUDIOLOGIST	5.56	3.00	2.56	53.96%	46.04%	0.04%
SCHOOL SOCIAL WORKER	42.16	14.80	27.36	35.10%	64.90%	0.28%
SCHOOL NURSE	63.50	0.00	63.50	0.00%	100.00%	0.43%
OCCUPATIONAL/PHYSICAL THERAPIST	8.80	0.00	8.80	0.00%	100.00%	0.06%
TOTAL	14,855.14	4,910.85	9,944.29	33.06%	66.94%	100.00%

ACTIVITY	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (d)	% WOMEN IN ACTIVITY (e)	% CERTIFIED EMPLOYEES (f)
GROUPS (4)						
DISTRICT ADMINISTRATION	323.76	234.20	89.56	72.34%	27.66%	2.18%
SCHOOL ADMINISTRATION	661.01	484.80	176.21	73.34%	26.66%	4.45%
STUDENT SERVICES	1,086.11	317.09	769.02	29.20%	70.80%	7.31%
INSTRUCTIONAL SERVICES	12,784.26	3,874.76	8,909.50	30.31%	69.69%	86.06%
TOTAL	14,855.14	4,910.85	9,944.29	33.06%	66.94%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

**19 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP SIZE GROUPS
1995-1996**

ACTIVITY	STATEWIDE TOTALS (112 DISTRICTS)		DISTRICTS WITH 5,000+ STUDENTS (12 DISTRICTS)		DISTRICTS WITH 2,500-4,999 STUDENTS (13 DISTRICTS)	
	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	95.48	0.64%	12.00	0.08%	13.00	0.09%
ASSISTANT SUPERINTENDENT	18.03	0.12%	10.12	0.07%	5.91	0.04%
DIRECTOR	124.60	0.84%	52.09	0.35%	29.76	0.20%
SUPERVISOR/COORDINATOR	85.65	0.58%	67.10	0.45%	6.29	0.04%
PRINCIPAL-ELEMENTARY	282.57	1.90%	139.11	0.94%	55.50	0.37%
PRINCIPAL-SECONDARY	204.25	1.37%	64.88	0.44%	31.50	0.21%
ASSISTANT PRINCIPAL	169.34	1.14%	114.36	0.77%	36.42	0.25%
TEACHER-ELEMENTARY	6,573.26	44.25%	3,307.99	22.27%	1,268.42	8.54%
TEACHER-SECONDARY	6,211.00	41.81%	2,987.97	20.11%	1,165.02	7.84%
HEAD TEACHER	4.85	0.03%	0.00	0.00%	0.66	0.00%
EDUCATION MEDIA GENERALIST	185.35	1.25%	66.92	0.45%	32.48	0.22%
COUNSELOR	519.35	3.50%	256.26	1.73%	100.40	0.68%
PSYCHOLOGICAL EXAMINER	12.64	0.09%	7.30	0.05%	2.33	0.02%
SCHOOL PSYCHOLOGIST	101.57	0.68%	51.84	0.35%	20.99	0.14%
SPEECH/LANGUAGE PATHOLOGIST	147.18	0.99%	82.10	0.55%	26.98	0.18%
AUDIOLOGIST	5.56	0.04%	5.00	0.03%	0.20	0.00%
SCHOOL SOCIAL WORKER	42.16	0.28%	29.50	0.20%	7.80	0.05%
SCHOOL NURSE	63.50	0.43%	47.89	0.32%	6.50	0.04%
OCCUPATIONAL/PHYSICAL THERAPIST	8.80	0.06%	6.80	0.05%	1.00	0.01%
GROUPS (4)						
DISTRICT ADMINISTRATION	323.76	2.18%	141.31	0.95%	54.96	0.37%
SCHOOL ADMINISTRATION	661.01	4.45%	318.35	2.14%	124.08	0.84%
STUDENT SERVICES	1,086.11	7.31%	553.61	3.73%	198.68	1.34%
INSTRUCTIONAL SERVICES	12,784.26	86.06%	6,295.96	42.38%	2433.44	16.38%
TOTAL	14,855.14	100.00%	7,309.23	49.20%	2,811.16	18.92%

ACTIVITY	DISTRICTS WITH 1,000-2,499 STUDENTS (30 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (21 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (36 DISTRICTS)	
	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF
CLASSIFICATIONS (19)						
SUPERINTENDENT	29.80	0.20%	19.00	0.13%	21.68	0.15%
ASSISTANT SUPERINTENDENT	2.00	0.01%	0.00	0.00%	0.00	0.00%
DIRECTOR	28.76	0.19%	9.78	0.07%	4.21	0.03%
SUPERVISOR/COORDINATOR	8.02	0.05%	1.52	0.01%	2.72	0.02%
PRINCIPAL-ELEMENTARY	52.12	0.35%	22.98	0.15%	12.86	0.09%
PRINCIPAL-SECONDARY	60.53	0.41%	27.04	0.18%	20.30	0.14%
ASSISTANT PRINCIPAL	17.64	0.12%	0.78	0.01%	0.14	0.00%
TEACHER-ELEMENTARY	1,253.20	8.44%	429.59	2.89%	314.06	2.11%
TEACHER-SECONDARY	1,269.14	8.54%	455.77	3.07%	333.10	2.24%
HEAD TEACHER	1.52	0.01%	1.23	0.01%	1.44	0.01%
EDUCATION MEDIA GENERALIST	50.12	0.34%	20.40	0.14%	15.43	0.10%
COUNSELOR	102.70	0.69%	35.17	0.24%	24.82	0.17%
PSYCHOLOGICAL EXAMINER	2.23	0.02%	0.00	0.00%	0.78	0.01%
SCHOOL PSYCHOLOGIST	18.04	0.12%	6.87	0.05%	3.83	0.03%
SPEECH/LANGUAGE PATHOLOGIST	26.18	0.18%	7.87	0.05%	4.05	0.03%
AUDIOLOGIST	0.36	0.00%	0.00	0.00%	0.00	0.00%
SCHOOL SOCIAL WORKER	1.86	0.01%	3.00	0.02%	0.00	0.00%
SCHOOL NURSE	7.01	0.05%	2.10	0.01%	0.00	0.00%
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00%	1.00	0.01%	0.00	0.00%
GROUPS (4)						
DISTRICT ADMINISTRATION	68.58	0.46%	30.30	0.20%	28.61	0.19%
SCHOOL ADMINISTRATION	131.81	0.89%	52.03	0.35%	34.74	0.23%
STUDENT SERVICES	208.50	1.40%	76.41	0.51%	48.91	0.33%
INSTRUCTIONAL SERVICES	2,522.34	16.98%	885.36	5.96%	647.16	4.36%
TOTAL	2,931.23	19.73%	1,044.10	7.03%	759.42	5.11%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the individual activity "FTE" by the statewide total FTE.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY *** 1995-1996

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
CLASSIFICATIONS (19)				
SUPERINTENDENT	109	95.48	\$6,194,304	\$64,875
ASSISTANT SUPERINTENDENT	21	18.03	1,217,977	67,553
DIRECTOR	206	124.60	6,192,620	49,700
SUPERVISOR/COORDINATOR	115	85.65	4,224,756	49,326
PRINCIPAL-ELEMENTARY	307	282.57	14,380,118	50,890
PRINCIPAL-SECONDARY	219	204.25	10,681,473	52,296
ASSISTANT PRINCIPAL	190	169.34	8,292,959	48,972
TEACHER-ELEMENTARY	7,069	6,573.26	202,412,452	30,793
TEACHER-SECONDARY	6,921	6,211.00	192,502,581	30,994
HEAD TEACHER	15	4.85	170,331	35,120
EDUCATION MEDIA GENERALIST	213	185.35	6,230,310	33,614
COUNSELOR	562	519.35	18,532,875	35,685
PSYCHOLOGICAL EXAMINER	20	12.64	440,802	34,874
SCHOOL PSYCHOLOGIST	130	101.57	3,988,171	39,265
SPEECH/LANGUAGE PATHOLOGIST	175	147.18	5,027,174	34,157
AUDIOLOGIST	8	5.56	192,681	34,655
SCHOOL SOCIAL WORKER	44	42.16	1,485,860	35,243
SCHOOL NURSE	72	63.50	1,883,468	29,661
OCCUPATIONAL/PHYSICAL THERAPIST	10	8.80	279,266	31,735
TOTAL	16,406	14,855.14	\$484,330,178	\$32,604

ACTIVITY	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (d)
GROUPS (4)				
DISTRICT ADMINISTRATION	451	323.76	\$17,829,657	\$55,071
SCHOOL ADMINISTRATION	731	661.01	33,524,881	50,718
STUDENT SERVICES	1,234	1,086.11	38,060,607	35,043
INSTRUCTIONAL SERVICES	13,990	12,784.26	394,915,033	30,891
TOTAL	16,406	14,855.14	\$484,330,178	\$32,604

* Base salary excludes extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

1995-1996

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$6,226,826	91.98	3.50	\$64,875	\$64,943	\$63,102	\$65,216	\$65,296	\$63,102
ASSISTANT SUPERINTENDENT	1,223,204	15.03	3.00	67,553	67,612	67,257	67,843	67,960	67,257
DIRECTOR	6,334,625	82.01	42.59	49,700	49,469	50,145	50,840	50,872	50,778
SUPERVISOR/COORDINATOR	4,290,138	45.18	40.47	49,326	53,782	44,351	50,089	54,631	45,018
PRINCIPAL-ELEMENTARY	14,587,429	178.09	104.48	50,890	50,743	51,142	51,624	51,494	51,847
PRINCIPAL-SECONDARY	10,926,702	180.96	23.29	52,296	52,304	52,238	53,497	53,636	52,411
ASSISTANT PRINCIPAL	8,390,344	123.72	45.62	48,972	49,600	47,269	49,547	50,215	47,737
TEACHER-ELEMENTARY	204,398,874	804.77	5,768.49	30,793	31,029	30,760	31,096	31,887	30,985
TEACHER-SECONDARY	201,246,742	3,069.99	3,141.01	30,994	31,594	30,407	32,402	33,630	31,201
HEAD TEACHER	183,589	2.03	2.82	35,120	36,266	34,295	37,853	39,069	36,978
EDUCATION MEDIA GENERALIST	6,352,028	32.43	152.92	33,614	35,100	33,299	34,270	36,190	33,863
COUNSELOR	19,076,215	197.61	321.74	35,685	36,801	34,999	36,731	38,324	35,752
PSYCHOLOGICAL EXAMINER	449,082	7.02	5.62	34,874	37,113	32,077	35,529	37,597	32,945
SCHOOL PSYCHOLOGIST	4,116,986	52.70	48.87	39,265	40,196	38,262	40,533	41,453	39,542
SPEECH/LANGUAGE PATHOLOGIST	5,114,388	9.53	137.65	34,157	41,232	33,667	34,749	43,145	34,168
AUDIOLOGIST	193,983	3.00	2.56	34,655	38,415	30,249	34,889	38,615	30,523
SCHOOL SOCIAL WORKER	1,504,033	14.80	27.36	35,243	35,851	34,915	35,674	36,255	35,360
SCHOOL NURSE	1,890,775	0.00	63.50	29,661	0	29,661	29,776	0	29,776
OCCUPATIONAL/PHYSICAL THERAPIST	281,835	0.00	8.80	31,735	0	31,735	32,027	0	32,027
TOTALS	\$496,787,798	4,910.85	9,944.29						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$18,074,793	234.20	89.56	\$55,071	\$57,542	\$48,607	\$55,828	\$58,359	\$49,209
SCHOOL ADMINISTRATION	34,088,064	484.80	176.21	50,718	50,973	50,015	51,570	51,915	50,619
STUDENT SERVICES	38,979,325	317.09	769.02	35,043	37,302	34,111	35,889	38,661	34,746
INSTRUCTIONAL SERVICES	405,645,616	3,874.76	8,909.50	30,891	31,477	30,636	31,730	33,268	31,061
TOTALS	\$496,787,798	4,910.85	9,944.29						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (12 DISTRICTS) 1995-1996

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$988,805	11.00	1.00	\$81,879	\$82,287	\$77,391	\$82,400	\$82,856	\$77,391
ASSISTANT SUPERINTENDENT	725,110	9.12	1.00	71,651	71,455	73,439	71,651	71,455	73,439
DIRECTOR	3,009,338	35.26	16.83	57,177	55,181	61,358	57,772	55,951	61,586
SUPERVISOR/COORDINATOR	3,516,143	35.56	31.54	52,069	56,837	46,694	52,402	57,075	47,132
PRINCIPAL-ELEMENTARY	7,625,386	77.61	61.50	54,162	54,432	53,821	54,816	54,917	54,688
PRINCIPAL-SECONDARY	3,797,941	54.00	10.88	57,036	57,192	56,262	58,538	58,982	56,335
ASSISTANT PRINCIPAL	5,828,701	82.66	31.70	50,459	51,281	48,314	50,968	51,746	48,940
TEACHER-ELEMENTARY	106,386,986	357.30	2,950.69	31,982	32,711	31,894	32,161	33,460	32,003
TEACHER-SECONDARY	99,945,378	1,381.28	1,606.69	32,190	33,036	31,463	33,449	34,990	32,125
HEAD TEACHER	0	0.00	0.00	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	2,430,600	7.60	59.32	35,730	38,274	35,404	36,321	39,590	35,902
COUNSELOR	9,829,926	82.85	173.41	37,502	39,197	36,692	38,359	40,484	37,344
PSYCHOLOGICAL EXAMINER	278,795	3.30	4.00	37,641	40,987	34,880	38,191	40,987	35,885
SCHOOL PSYCHOLOGIST	2,189,587	24.10	27.74	41,174	42,674	39,870	42,237	43,378	41,247
SPEECH/LANGUAGE PATHOLOGIST	2,899,322	4.00	78.10	34,832	46,492	34,235	35,315	47,247	34,703
AUDIOLOGIST	177,784	3.00	2.00	35,296	38,415	30,619	35,557	38,615	30,970
SCHOOL SOCIAL WORKER	1,099,990	10.00	19.50	36,936	37,851	36,467	37,288	38,285	36,776
SCHOOL NURSE	1,496,232	0.00	47.89	31,103	0	31,103	31,243	0	31,243
OCCUPATIONAL/PHYSICAL THERAPIST	208,815	0.00	6.80	30,708	0	30,708	30,708	0	30,708
TOTALS	\$252,434,839	2,178.64	5,130.59						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$8,239,396	90.94	50.37	\$57,886	\$60,739	\$52,734	\$58,307	\$61,200	\$53,085
SCHOOL ADMINISTRATION	17,252,028	214.27	104.08	53,417	53,912	52,399	54,192	54,718	53,109
STUDENT SERVICES	20,611,051	134.85	418.76	36,550	39,909	35,469	37,230	40,959	36,030
INSTRUCTIONAL SERVICES	206,332,364	1,738.58	4,557.38	32,081	32,969	31,742	32,772	34,676	32,046
TOTALS	\$252,434,839	2,178.64	5,130.59						

CERTIFIED STAFF SALARIES

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (13 DISTRICTS)
1995-1996**

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$950,443	13.00	0.00	\$72,605	\$72,605	\$0	\$73,111	\$73,111	\$0
ASSISTANT SUPERINTENDENT	369,763	5.91	0.00	61,681	61,681	0	62,566	62,566	0
DIRECTOR	1,470,228	17.76	12.00	48,058	48,962	46,720	49,403	50,944	47,122
SUPERVISOR/COORDINATOR	315,013	4.12	2.17	47,391	52,478	37,733	50,082	54,918	40,900
PRINCIPAL-ELEMENTARY	2,830,203	41.00	14.50	49,541	49,182	50,556	50,995	50,868	51,352
PRINCIPAL-SECONDARY	1,771,223	28.00	3.50	54,199	54,492	51,856	56,229	56,733	52,199
ASSISTANT PRINCIPAL	1,746,632	27.64	8.78	47,171	47,102	47,389	47,958	48,139	47,389
TEACHER-ELEMENTARY	39,249,410	139.01	1,129.41	30,475	30,211	30,508	30,944	31,108	30,923
TEACHER-SECONDARY	38,047,888	582.17	582.85	31,199	31,666	30,733	32,659	33,652	31,666
HEAD TEACHER	27,703	0.66	0.00	39,014	39,014	0	41,974	41,974	0
EDUCATION MEDIA GENERALIST	1,177,900	5.74	26.74	35,352	37,402	34,911	36,265	38,895	35,701
COUNSELOR	3,717,636	43.63	56.77	35,750	36,273	35,349	37,028	37,805	36,431
PSYCHOLOGICAL EXAMINER	57,337	1.00	1.33	24,608	25,473	23,958	24,608	25,473	23,958
SCHOOL PSYCHOLOGIST	831,360	8.99	12.00	37,408	38,957	36,247	39,607	41,696	38,043
SPEECH/LANGUAGE PATHOLOGIST	980,205	3.00	23.98	35,031	37,735	34,692	36,331	42,803	35,521
AUDIOLOGIST	8,265	0.00	0.20	41,325	0	41,325	41,325	0	41,325
SCHOOL SOCIAL WORKER	271,788	4.80	3.00	34,470	31,684	38,927	34,845	32,026	39,354
SCHOOL NURSE	171,585	0.00	6.50	26,303	0	26,303	26,398	0	26,398
OCCUPATIONAL/PHYSICAL THERAPIST	43,682	0.00	1.00	41,705	0	41,705	43,682	0	43,682
TOTALS	\$94,038,264	926.43	1,884.73						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$3,105,447	40.79	14.17	\$55,253	\$58,695	\$45,343	\$56,504	\$60,094	\$46,169
SCHOOL ADMINISTRATION	6,375,761	97.30	26.78	49,972	50,050	49,687	51,384	51,720	50,163
STUDENT SERVICES	7,259,758	67.16	131.52	35,308	36,305	34,799	36,540	38,046	35,771
INSTRUCTIONAL SERVICES	77,297,298	721.18	1,712.26	30,822	31,386	30,584	31,765	33,162	31,176
TOTALS	\$94,038,264	926.43	1,884.73						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (30 DISTRICTS) 1995-1996

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,934,539	28.80	1.00	\$64,664	\$64,739	\$62,500	\$64,917	\$65,001	\$62,500
ASSISTANT SUPERINTENDENT	128,331	0.00	2.00	64,166	0	64,166	64,166	0	64,166
DIRECTOR	1,286,022	20.14	8.62	43,047	42,984	43,192	44,716	44,904	44,275
SUPERVISOR/COORDINATOR	302,843	4.56	3.46	34,902	34,934	34,859	37,761	38,751	36,456
PRINCIPAL-ELEMENTARY	2,502,302	33.64	18.48	47,732	48,160	46,951	48,010	48,490	47,137
PRINCIPAL-SECONDARY	3,098,447	55.67	4.86	50,542	50,568	50,248	51,189	51,234	50,665
ASSISTANT PRINCIPAL	775,768	12.75	4.89	43,400	44,455	40,648	43,978	45,135	40,962
TEACHER-ELEMENTARY	37,207,987	167.18	1,086.02	29,439	30,098	29,337	29,690	30,839	29,514
TEACHER-SECONDARY	39,422,217	671.54	597.60	29,517	30,213	28,735	31,062	32,384	29,577
HEAD TEACHER	61,784	0.20	1.32	37,059	33,545	37,592	40,647	37,545	41,117
EDUCATION MEDIA GENERALIST	1,603,728	10.71	39.41	31,477	33,103	31,035	31,998	34,289	31,375
COUNSELOR	3,449,802	41.01	61.69	32,436	34,547	31,033	33,591	36,402	31,723
PSYCHOLOGICAL EXAMINER	86,757	2.23	0.00	37,381	37,381	0	38,904	38,904	0
SCHOOL PSYCHOLOGIST	690,090	11.25	6.79	37,554	38,154	36,561	38,253	39,232	36,632
SPEECH/LANGUAGE PATHOLOGIST	875,674	1.40	24.78	33,126	35,494	32,992	33,448	35,494	33,333
AUDIOLOGIST	7,934	0.00	0.36	22,039	0	22,039	22,039	0	22,039
SCHOOL SOCIAL WORKER	52,153	0.00	1.86	27,853	0	27,853	28,039	0	28,039
SCHOOL NURSE	174,510	0.00	7.01	24,894	0	24,894	24,894	0	24,894
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$93,660,888	1,061.08	1,870.15						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$3,651,735	53.50	15.08	\$52,103	\$54,009	\$45,342	\$53,248	\$55,198	\$46,327
SCHOOL ADMINISTRATION	6,438,301	102.26	29.55	48,320	48,981	46,032	48,845	49,544	46,426
STUDENT SERVICES	6,940,648	66.60	141.90	32,476	35,039	31,273	33,288	36,605	31,732
INSTRUCTIONAL SERVICES	76,630,204	838.72	1,683.62	29,478	30,190	29,123	30,381	32,076	29,536
TOTALS	\$93,660,888	1,061.08	1,870.15						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (21 DISTRICTS) 1995-1996

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,131,148	18.00	1.00	\$59,173	\$59,448	\$54,223	\$59,534	\$59,829	\$54,223
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	425,901	6.57	3.21	42,557	46,362	34,769	43,548	47,433	35,598
SUPERVISOR/COORDINATOR	62,432	0.00	1.52	41,074	0	41,074	41,074	0	41,074
PRINCIPAL-ELEMENTARY	1,042,829	16.00	6.98	44,643	45,032	43,754	45,380	45,760	44,509
PRINCIPAL-SECONDARY	1,317,308	24.04	3.00	47,677	48,105	44,246	48,717	49,275	44,246
ASSISTANT PRINCIPAL	34,553	0.53	0.25	44,299	46,349	39,952	44,299	46,349	39,952
TEACHER-ELEMENTARY	12,637,447	76.63	352.96	28,770	29,043	28,711	29,417	30,311	29,223
TEACHER-SECONDARY	14,014,116	249.89	205.88	28,953	29,604	28,162	30,748	31,899	29,352
HEAD TEACHER	48,745	0.59	0.64	36,342	39,573	33,364	39,630	42,131	37,325
EDUCATION MEDIA GENERALIST	657,968	3.22	17.18	31,139	35,308	30,357	32,253	36,073	31,537
COUNSELOR	1,243,609	17.19	17.98	33,987	36,178	31,893	35,360	38,332	32,519
PSYCHOLOGICAL EXAMINER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	258,514	5.12	1.75	35,664	36,279	33,866	37,629	38,460	35,201
SPEECH/LANGUAGE PATHOLOGIST	239,806	0.93	6.94	29,955	39,785	28,637	30,471	39,785	29,223
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	80,102	0.00	3.00	25,190	0	25,190	26,701	0	26,701
SCHOOL NURSE	48,448	0.00	2.10	23,070	0	23,070	23,070	0	23,070
OCCUPATIONAL/PHYSICAL THERAPIST	29,338	0.00	1.00	28,746	0	28,746	29,338	0	29,338
TOTALS	\$33,272,264	418.71	625.39						
GROUPS(4)									
DISTRICT ADMINISTRATION	1,619,481.00	24.57	5.73	52,902.00	55,949.00	39,836.00	53,448.00	56,514.00	40,301.00
SCHOOL ADMINISTRATION	2,443,435	41.16	10.87	46,018	46,765	43,190	46,962	47,769	43,908
STUDENT SERVICES	2,557,785	26.46	49.95	32,248	36,218	30,145	33,474	38,133	31,007
INSTRUCTIONAL SERVICES	26,651,563	326.52	558.84	28,864	29,472	28,509	30,103	31,526	29,271
TOTALS	\$33,272,264	418.71	625.39						

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (36 DISTRICTS) 1995-1996

ACTIVITY	TOTAL BASE SALARY + EXTRA PAY (a)	FTE # MEN (b)	FTE # WOMEN (c)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL (d)	MEN (e)	WOMEN (f)	ALL (g)	MEN (h)	WOMEN (i)
CLASSIFICATIONS (19)									
SUPERINTENDENT	\$1,221,891	21.18	0.50	\$56,117	\$56,179	\$53,486	\$56,360	\$56,428	\$53,486
ASSISTANT SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	143,136	2.28	1.93	30,847	31,321	30,287	33,999	34,375	33,554
SUPERVISOR/COORDINATOR	93,707	0.94	1.78	33,258	35,329	32,164	34,451	37,977	32,589
PRINCIPAL-ELEMENTARY	586,709	9.84	3.02	45,290	46,262	42,122	45,623	46,691	42,142
PRINCIPAL-SECONDARY	941,783	19.25	1.05	45,577	45,671	43,857	46,393	46,532	43,857
ASSISTANT PRINCIPAL	4,690	0.14	0.00	31,329	31,329	0	33,500	33,500	0
TEACHER-ELEMENTARY	8,917,044	64.65	249.41	27,733	28,252	27,598	28,393	29,442	28,121
TEACHER-SECONDARY	9,817,143	185.11	147.99	27,965	28,306	27,539	29,472	30,269	28,475
HEAD TEACHER	45,357	0.58	0.86	30,244	30,712	29,928	31,498	33,176	30,366
EDUCATION MEDIA GENERALIST	481,832	5.16	10.27	30,989	31,879	30,542	31,227	32,193	30,742
COUNSELOR	835,242	12.93	11.89	32,504	31,211	33,911	33,652	32,326	35,094
PSYCHOLOGICAL EXAMINER	26,193	0.49	0.29	32,472	33,557	30,638	33,581	33,557	33,621
SCHOOL PSYCHOLOGIST	147,435	3.24	0.59	38,130	38,478	36,222	38,495	38,909	36,222
SPEECH/LANGUAGE PATHOLOGIST	119,381	0.20	3.85	29,477	35,415	29,168	29,477	35,415	29,168
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL NURSE	0	0.00	0.00	0	0	0	0	0	0
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$23,381,543	325.99	433.43						
GROUPS (4)									
DISTRICT ADMINISTRATION	\$1,458,734	24.40	4.21	\$50,225	\$53,053	\$33,836	\$50,987	\$53,657	\$35,514
SCHOOL ADMINISTRATION	1,578,539	29.81	4.93	44,778	45,508	40,364	45,439	46,263	40,453
STUDENT SERVICES	1,610,083	22.02	26.89	32,216	32,527	31,961	32,919	33,319	32,592
INSTRUCTIONAL SERVICES	18,734,187	249.76	397.40	27,853	28,292	27,576	28,948	30,055	28,253
TOTALS	\$23,381,543	325.99	433.43						

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

ACTIVITY GROUPS BY MEMBERSHIP SIZE

1995-1996

MEMBERSHIP SIZE (a)	STUDENT MEMBERSHIP (b)	STATE TOTAL (c)	ACTIVITY GROUPS (4) (d)	TOTAL SALARY W/EXTRA PAY (e)	EXPENDITURE PER STUDENT * (f)
1 - 499	9,041	3.72%	DISTRICT ADMINISTRATION	\$1,458,734	\$161
			SCHOOL ADMINISTRATION	1,578,539	175
			STUDENT SERVICES	1,610,083	178
			INSTRUCTIONAL SERVICES	18,734,187	2,072
			TOTAL CERTIFIED	\$23,381,543	\$2,586
500 - 999	14,745	6.07%	DISTRICT ADMINISTRATION	\$1,619,481	\$110
			SCHOOL ADMINISTRATION	2,443,435	166
			STUDENT SERVICES	2,557,785	173
			INSTRUCTIONAL SERVICES	26,651,563	1,807
			TOTAL CERTIFIED	\$33,272,264	\$2,257
1,000 - 2,499	47,952	19.73%	DISTRICT ADMINISTRATION	\$3,651,735	\$76
			SCHOOL ADMINISTRATION	6,438,301	134
			STUDENT SERVICES	6,940,648	145
			INSTRUCTIONAL SERVICES	76,630,204	1,598
			TOTAL CERTIFIED	\$93,660,888	\$1,953
2,500 - 4,999	46,951	19.31%	DISTRICT ADMINISTRATION	\$3,105,447	\$66
			SCHOOL ADMINISTRATION	6,375,761	136
			STUDENT SERVICES	7,259,758	155
			INSTRUCTIONAL SERVICES	77,297,298	1,646
			TOTAL CERTIFIED	\$94,038,264	\$2,003
5,000+	124,408	51.18%	DISTRICT ADMINISTRATION	\$8,239,396	\$66
			SCHOOL ADMINISTRATION	17,252,028	139
			STUDENT SERVICES	20,611,051	166
			INSTRUCTIONAL SERVICES	206,332,364	1,659
			TOTAL CERTIFIED	\$252,434,839	\$2,029
Statewide	243,097	100.00%	DISTRICT ADMINISTRATION	\$18,074,793	\$74
			SCHOOL ADMINISTRATION	34,088,064	140
			STUDENT SERVICES	38,979,325	160
			INSTRUCTIONAL SERVICES	405,645,616	1,669
			TOTAL CERTIFIED	\$496,787,798	\$2,044

* Based on total salary in each activity group divided by the student membership.

EXPERIENCE LEVELS OF CERTIFIED STAFF

FOR ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

1995-1996

ACTIVITY	FIRST YEAR (a)	2-5 YEARS (b)	6-10 YEARS (c)	11-15 YEARS (d)	16-20 YEARS (e)	21-30 YEARS (f)	31 + YEARS (g)	TOTAL STAFF (h)
CLASSIFICATIONS (19)								
SUPERINTENDENT	0.00	0.00	1.00	5.00	13.56	51.18	24.74	95.48
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	1.00	13.03	4.00	18.03
DIRECTOR	2.33	4.17	8.68	15.88	26.53	52.60	14.41	124.60
SUPERVISOR/COORDINATOR	1.02	2.38	10.70	9.11	18.06	34.63	9.75	85.65
PRINCIPAL-ELEMENTARY	1.00	3.50	18.44	40.48	69.26	126.88	23.01	282.57
PRINCIPAL-SECONDARY	0.00	2.00	18.46	16.42	45.26	95.64	26.47	204.25
ASSISTANT PRINCIPAL	0.00	6.50	20.67	26.44	40.52	64.33	10.88	169.34
TEACHER-ELEMENTARY	629.62	1,181.09	1,302.67	1,072.84	1,078.35	1,142.69	166.00	6,573.26
TEACHER-SECONDARY	652.21	1,213.88	1,071.17	860.00	883.65	1,315.70	214.39	6,211.00
HEAD TEACHER	0.14	0.00	0.28	1.42	1.84	1.17	0.00	4.85
EDUCATION MEDIA GENERALIST	8.56	19.47	31.79	25.00	32.85	55.60	12.08	185.35
COUNSELOR	46.84	64.12	78.26	81.68	92.15	134.58	21.72	519.35
PSYCHOLOGICAL EXAMINER	2.20	0.23	4.19	3.69	2.00	0.33	0.00	12.64
SCHOOL PSYCHOLOGIST	4.75	14.13	19.62	15.51	15.52	25.47	6.57	101.57
SPEECH/LANGUAGE PATHOLOGIST	16.64	18.70	35.85	25.21	24.96	23.33	2.49	147.18
AUDIOLOGIST	1.00	1.30	0.26	1.00	1.00	1.00	0.00	5.56
SCHOOL SOCIAL WORKER	6.50	8.50	9.30	6.86	9.00	2.00	0.00	42.16
SCHOOL NURSE	9.40	14.50	19.49	12.51	5.40	2.00	0.20	63.50
OCCUPATIONAL/PHYSICAL THERAPIST	3.00	0.00	4.65	1.00	0.00	0.15	0.00	8.80
TOTALS	1,385.21	2,554.47	2,655.48	2,220.05	2,360.91	3,142.31	536.71	14,855.14
GROUPS (4)								
DISTRICT ADMINISTRATION	3.35	6.55	20.38	29.99	59.15	151.44	52.90	323.76
SCHOOL ADMINISTRATION	1.14	12.00	57.85	84.76	156.88	288.02	60.36	661.01
STUDENT SERVICES	98.89	140.95	203.41	172.46	182.88	244.46	43.06	1,086.11
INSTRUCTIONAL SERVICES	1,281.83	2,394.97	2,373.84	1,932.84	1,962.00	2,458.39	380.39	12,784.26
TOTALS	1,385.21	2,554.47	2,655.48	2,220.05	2,360.91	3,142.31	536.71	14,855.14

NOTE: Experience shown in the table includes total experience in education for in-state, out-of-state, public, and non-public school service combined.

AGE LEVELS OF CERTIFIED STAFF

FOR ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

1995-1996

ACTIVITY	21-25 YEARS (a)	26-30 YEARS (b)	31-35 YEARS (c)	36-40 YEARS (d)	41-45 YEARS (e)	46-50 YEARS (f)	51-55 YEARS (g)	56-60 YEARS (h)	Over 60 YEARS (i)	TOTAL STAFF (j)
CLASSIFICATIONS (19)										
SUPERINTENDENT	0.00	0.00	0.00	0.56	10.00	24.72	33.18	21.87	5.15	95.48
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	0.00	0.00	7.66	5.12	2.25	3.00	18.03
DIRECTOR	0.00	0.74	5.74	8.91	24.29	34.17	33.22	13.96	3.57	124.60
SUPERVISOR/COORDINATOR	0.11	1.67	2.40	6.67	22.00	16.56	16.17	17.65	2.42	85.65
PRINCIPAL-ELEMENTARY	0.00	3.00	10.92	21.27	72.35	75.17	64.72	32.14	3.00	282.57
PRINCIPAL-SECONDARY	0.00	1.00	6.82	18.78	44.58	57.54	41.22	28.84	5.47	204.25
ASSISTANT PRINCIPAL	0.00	6.50	10.70	26.33	35.76	43.09	32.94	11.39	2.63	169.34
TEACHER-ELEMENTARY	337.15	634.00	634.83	930.84	1,449.60	1,321.62	769.12	371.99	124.11	6,573.26
TEACHER-SECONDARY	301.15	655.70	703.76	785.99	1,157.60	1,331.98	817.60	349.84	107.38	6,211.00
HEAD TEACHER	0.00	0.00	0.14	1.03	1.56	0.95	0.67	0.00	0.50	4.85
EDUCATION MEDIA GENERALIST	0.00	3.83	8.72	7.59	28.38	64.26	31.23	32.08	9.26	185.35
COUNSELOR	5.80	28.15	35.07	59.38	118.52	134.67	73.91	43.85	20.00	519.35
PSYCHOLOGICAL EXAMINER	0.00	0.20	0.00	0.00	3.83	7.09	1.33	0.00	0.19	12.64
SCHOOL PSYCHOLOGIST	0.25	7.79	5.75	13.50	14.65	26.33	13.52	10.34	9.44	101.57
SPEECH/LANGUAGE PATHOLOGIST	9.34	11.41	14.15	31.28	36.93	30.15	9.00	2.50	2.42	147.18
AUDIOLOGIST	0.00	0.00	1.00	0.00	0.30	4.26	0.00	0.00	0.00	5.56
SCHOOL SOCIAL WORKER	1.00	1.00	2.50	12.36	10.50	10.80	1.00	3.00	0.00	42.16
SCHOOL NURSE	0.00	0.00	5.32	14.26	12.90	17.32	10.00	3.50	0.20	63.50
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	2.00	3.65	2.15	1.00	0.00	0.00	0.00	8.80
TOTALS	654.80	1,354.99	1,449.82	1,942.40	3,045.90	3,209.34	1,953.95	945.20	298.74	14,855.14
GROUPS (4)										
DISTRICT ADMINISTRATION	0.11	2.41	8.14	16.14	56.29	83.11	87.69	55.73	14.14	323.76
SCHOOL ADMINISTRATION	0.00	10.50	28.58	67.41	154.25	176.75	139.55	72.37	11.60	661.01
STUDENT SERVICES	16.39	52.38	74.51	142.02	228.16	295.88	139.99	95.27	41.51	1,086.11
INSTRUCTIONAL SERVICES	638.30	1,289.70	1,338.59	1,716.83	2,607.20	2,653.60	1,586.72	721.83	231.49	12,784.26
TOTALS	654.80	1,354.99	1,449.82	1,942.40	3,045.90	3,209.34	1,953.95	945.20	298.74	14,855.14

NOTE: The median age group for all certified employees is 41-45 years.

EDUCATION LEVELS OF CERTIFIED STAFF

BY ACTIVITY AND GROUP CLASSIFICATION

*** STATEWIDE SUMMARY ***

1995-1996

ACTIVITY	NO DEGREE (a)	ASSOC. (b)	BA/BS (c)	MA/MS (d)	6-YEARS (e)	PhD/EdD (f)	OTHER (g)	TOTAL (h)
CLASSIFICATIONS (19)								
SUPERINTENDENT	0.00	0.00	2.00	35.18	36.22	22.08	0.00	95.48
ASSISTANT SUPERINTENDENT	0.00	0.00	0.00	4.25	7.50	6.28	0.00	18.03
DIRECTOR	0.00	0.00	37.15	51.81	17.90	17.74	0.00	124.60
SUPERVISOR/COORDINATOR	1.00	0.00	27.14	45.29	4.49	7.71	0.02	85.65
PRINCIPAL-ELEMENTARY	0.00	0.00	45.50	183.95	39.60	13.52	0.00	282.57
PRINCIPAL-SECONDARY	0.00	0.00	24.49	138.04	29.72	12.00	0.00	204.25
ASSISTANT PRINCIPAL	0.00	0.00	38.66	114.18	15.50	1.00	0.00	169.34
TEACHER-ELEMENTARY	10.04	0.40	5,510.59	1,034.07	11.88	6.19	0.09	6,573.26
TEACHER-SECONDARY	24.87	1.55	4,827.11	1,279.65	19.96	23.17	34.69	6,211.00
HEAD TEACHER	0.00	0.00	3.98	0.70	0.00	0.17	0.00	4.85
EDUCATION MEDIA GENERALIST	1.00	0.00	137.44	45.41	1.50	0.00	0.00	185.35
COUNSELOR	4.30	0.00	160.64	335.96	11.45	7.00	0.00	519.35
PSYCHOLOGICAL EXAMINER	0.00	0.00	2.00	9.03	0.52	1.09	0.00	12.64
SCHOOL PSYCHOLOGIST	0.00	0.00	11.80	47.21	24.45	18.11	0.00	101.57
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	32.10	113.08	0.00	2.00	0.00	147.18
AUDIOLOGIST	0.00	0.00	0.30	5.26	0.00	0.00	0.00	5.56
SCHOOL SOCIAL WORKER	0.00	0.00	7.36	34.80	0.00	0.00	0.00	42.16
SCHOOL NURSE	2.00	5.21	40.38	7.51	0.00	0.00	8.40	63.50
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	8.80	0.00	0.00	0.00	0.00	8.80
TOTALS	43.21	7.16	10,917.44	3,485.38	220.69	138.06	43.20	14,855.14
PERCENTAGES	0.3%	Nil	73.5%	23.5%	1.5%	0.9%	0.3%	100.0%
GROUPS (4)								
DISTRICT ADMINISTRATION	1.00	0.00	66.29	136.53	66.11	53.81	0.02	323.76
SCHOOL ADMINISTRATION	0.00	0.00	112.63	436.87	84.82	26.69	0.00	661.01
STUDENT SERVICES	7.30	5.21	400.82	598.26	37.92	28.20	8.40	1,086.11
INSTRUCTIONAL SERVICES	34.91	1.95	10,337.70	2,313.72	31.84	29.36	34.78	12,784.26
TOTALS	43.21	7.16	10,917.44	3,485.38	220.69	138.06	43.20	14,855.14
PERCENTAGES	0.3%	Nil	73.5%	23.5%	1.5%	0.9%	0.3%	100.0%

NOTE: Most of the personnel holding less than a bachelor's or other degrees are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-Professional, Provisional, State Elementary, or State High School Certificate.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

BY ACTIVITY AND GROUP CLASSIFICATION

*** STATEWIDE SUMMARY ***

1995-1996

ACTIVITY	BOISE STATE (a)	IDAHO STATE (b)	ALBERTSON COLLEGE (c)	UNIV. OF IDAHO (d)	OTHER IDAHO (e)	NON- IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
CLASSIFICATIONS (19)								
SUPERINTENDENT	2.00	15.10	2.50	27.40	4.00	44.50	95.50	53.40%
ASSISTANT SUPERINTENDENT	1.00	2.00	0.30	6.50	0.00	8.30	18.10	54.14%
DIRECTOR	11.90	18.00	5.60	26.00	4.40	58.70	124.60	52.89%
SUPERVISOR/COORDINATOR	11.70	14.80	4.40	14.10	3.00	37.60	85.60	56.07%
PRINCIPAL-ELEMENTARY	24.30	57.10	28.10	62.60	7.50	102.90	282.50	63.58%
PRINCIPAL-SECONDARY	7.30	43.90	28.90	53.40	4.00	66.60	204.10	67.37%
ASSISTANT PRINCIPAL	8.00	31.90	32.70	34.10	4.80	57.90	169.40	65.82%
TEACHER-ELEMENTARY	1,165.30	1,089.70	191.40	781.60	506.30	2,839.00	6,573.30	56.81%
TEACHER-SECONDARY	875.00	1,007.70	180.10	1,027.10	321.00	2,800.10	6,211.00	54.92%
HEAD TEACHER	0.40	0.90	0.00	0.40	0.00	3.20	4.90	34.69%
EDUCATION MEDIA GENERALIST	15.80	35.20	5.60	26.60	8.20	94.00	185.40	49.30%
COUNSELOR	19.20	79.60	124.50	84.60	17.50	194.10	519.50	62.64%
PSYCHOLOGICAL EXAMINER	0.00	5.80	0.00	1.10	0.00	5.80	12.70	54.33%
SCHOOL PSYCHOLOGIST	1.00	21.00	5.00	24.50	1.00	49.10	101.60	51.67%
SPEECH/LANGUAGE PATHOLOGIST	2.40	55.20	1.00	0.00	2.60	86.00	147.20	41.58%
AUDIOLOGIST	0.00	3.30	0.30	0.00	0.00	2.00	5.60	64.29%
SCHOOL SOCIAL WORKER	1.00	0.00	0.00	0.90	0.00	40.30	42.20	4.50%
SCHOOL NURSE	9.70	5.70	2.50	5.00	2.40	38.20	63.50	39.84%
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	0.00	0.00	0.00	8.80	8.80	0.00%
TOTALS	2,156.00	2,486.90	612.90	2,175.90	886.70	6,537.10	14,855.50	56.00%
PERCENTAGES	14.51%	16.74%	4.13%	14.65%	5.97%	44.00%	100.00%	
GROUPS (4)								
DISTRICT ADMINISTRATION	26.60	49.90	12.80	74.00	11.40	149.10	323.80	53.95%
SCHOOL ADMINISTRATION	40.00	133.80	89.70	150.50	16.30	230.60	660.90	65.11%
STUDENT SERVICES	49.10	205.80	138.90	142.70	31.70	518.30	1,086.50	52.30%
INSTRUCTIONAL SERVICES	2,040.30	2,097.40	371.50	1,808.70	827.30	5,639.10	12,784.30	55.89%
TOTALS	2,156.00	2,486.90	612.90	2,175.90	886.70	6,537.10	14,855.50	56.00%
PERCENTAGES	14.51%	16.74%	4.13%	14.65%	5.97%	44.00%	100.00%	

**ETHNIC CATEGORIES OF CERTIFIED STAFF
(Numbers Based on Actual Employee Count)**

*****STATEWIDE SUMMARY***
1995-1996**

ACTIVITY	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE	
	MEN (a)	WOMEN (b)	MEN (c)	WOMEN (d)	MEN (e)	WOMEN (f)	MEN (g)	WOMEN (h)	MEN (i)	WOMEN (j)
CLASSIFICATIONS (19)										
SUPERINTENDENT	105	4	0	0	0	0	0	0	0	0
ASSISTANT SUPERINTENDENT	18	3	0	0	0	0	0	0	0	0
DIRECTOR	146	58	0	0	1	0	0	0	0	1
SUPERVISOR/COORDINATOR	58	55	0	0	1	1	0	0	0	0
PRINCIPAL-ELEMENTARY	191	110	0	0	2	3	0	0	1	0
PRINCIPAL-SECONDARY	189	27	0	0	0	0	1	0	2	0
ASSISTANT PRINCIPAL	127	52	1	0	4	0	2	1	1	2
TEACHER-ELEMENTARY	897	6,033	1	4	9	60	6	46	2	11
TEACHER-SECONDARY	3,244	3,562	2	4	25	33	16	17	8	10
HEAD TEACHER	5	10	0	0	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	39	173	0	0	0	1	0	0	0	0
COUNSELOR	211	344	0	0	1	2	0	2	2	0
PSYCHOLOGICAL EXAMINER	10	9	0	0	0	0	1	0	0	0
SCHOOL PSYCHOLOGIST	72	57	0	0	0	0	0	1	0	0
SPEECH/LANGUAGE PATHOLOGIST	12	161	0	0	0	1	0	1	0	0
AUDIOLOGIST	3	5	0	0	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	14	29	0	0	1	0	0	0	0	0
SCHOOL NURSE	0	70	0	0	0	2	0	0	0	0
OCCUPATIONAL/PHYSICAL THERAPIST	0	9	0	0	0	0	0	1	0	0
TOTALS	5,341	10,771	4	8	44	103	26	69	16	24
GROUPS (4)										
DISTRICT ADMINISTRATION	327	120	0	0	2	1	0	0	0	1
SCHOOL ADMINISTRATION	512	199	1	0	6	3	3	1	4	2
STUDENT SERVICES	361	857	0	0	2	6	1	5	2	0
INSTRUCTIONAL SERVICES	4,141	9,595	3	8	34	93	22	63	10	21
TOTALS	5,341	10,771	4	8	44	103	26	69	16	24

CERTIFIED STAFF TURNOVER
BY SCHOOL DISTRICT MEMBERSHIP SIZE
(Numbers Based on Actual Employee Count)
1995-1996

DISTRICT SIZE	NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
	NUMBER (a)	PERCENT (b)	NUMBER (c)	PERCENT (d)	NUMBER (e)	PERCENT (f)
5,000 +	608	44.2%	165	27.1%	443	72.9%
2,500-4,999	218	15.9%	70	32.1%	148	67.9%
1,000-2,499	287	20.9%	114	39.7%	173	60.3%
500-999	150	10.9%	66	44.0%	84	56.0%
1-499	112	8.1%	38	33.9%	74	66.1%

TOTALS	1,375	100.0%	453	32.9%	922	67.1%
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DISTRICTS SIZE	WORK IN OTHER IDAHO DISTRICT		WORK IN OUT-OF STATE SCHOOL		LEAVING PROFESSION		RETURN TO SCHOOL		TRANSFER OF SPOUSE		RETIREMENT		DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 +	94	15.5%	44	7.2%	53	8.7%	6	1.0%	31	5.1%	168	27.6%	4	0.7%
2,500-4,999	56	25.7%	17	7.8%	11	5.0%	3	1.4%	7	3.2%	57	26.1%	2	0.9%
1,000-2,499	74	25.8%	44	15.3%	18	6.3%	10	3.5%	12	4.2%	60	20.9%	2	0.7%
500-999	57	38.0%	23	15.3%	6	4.0%	2	1.3%	5	3.3%	24	16.0%	2	1.3%
1-499	34	30.4%	15	13.4%	15	13.4%	4	3.6%	1	0.9%	8	7.1%	2	1.8%

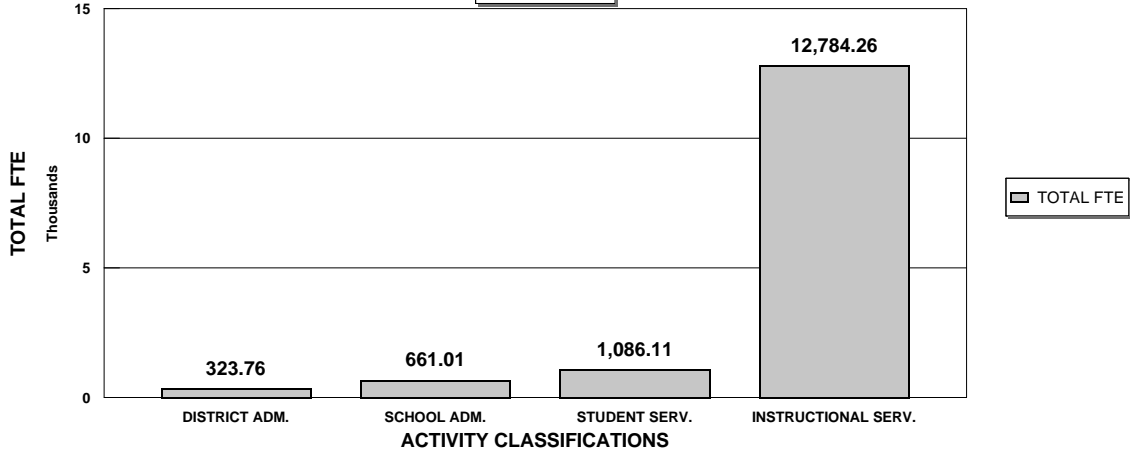
STATEWIDE	315	22.9%	143	10.4%	103	7.5%	25	1.8%	56	4.1%	317	23.1%	12	0.9%
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DISTRICTS WITH	REDUCTION IN FORCE		PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		PARENTAL/FAMILY OBLIGATION		MILITARY SERVICE		TOTALS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5,000 +	6	1.0%	148	24.3%	7	1.2%	40	6.6%	7	1.2%	0	0.0%	608	100.0%
2,500-4,999	1	0.5%	35	16.1%	4	1.8%	22	10.1%	1	0.5%	2	0.9%	218	100.0%
1,000-2,499	1	0.3%	41	14.3%	7	2.4%	18	6.3%	0	0.0%	0	0.0%	287	100.0%
500-999	7	4.7%	16	10.7%	2	1.3%	5	3.3%	1	0.7%	0	0.0%	150	100.0%
1-499	5	4.5%	20	17.9%	3	2.7%	5	4.5%	0	0.0%	0	0.0%	112	100.0%

STATEWIDE	20	1.5%	260	18.9%	23	1.7%	90	6.5%	9	0.7%	2	0.1%	1,375	100.0%
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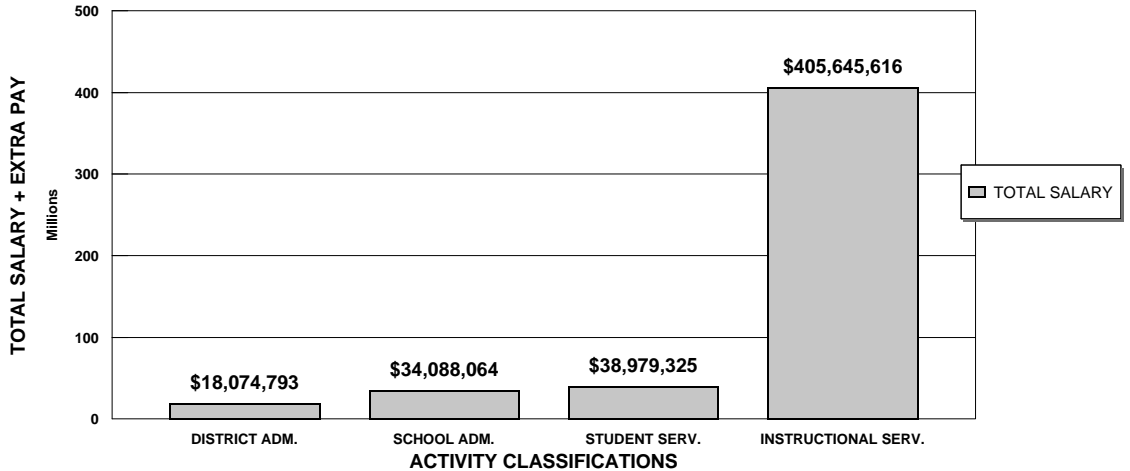
CERTIFIED STAFF FTEs ACTIVITY GROUPS

1995-1996



CERTIFIED STAFF SALARIES ACTIVITY GROUPS

1995-1996



NONCERTIFIED

STAFF

TABLES

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

***** STATEWIDE SUMMARY ***
1995-1996**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	22	30	52	21.14	25.64	46.78
CLERK - BOARD OF TRUSTEES	9	64	73	3.30	45.61	48.91
OFFICE CLERICAL - DISTRICT	11	360	371	9.51	302.29	311.80
OFFICE CLERICAL - BUILDING	3	921	924	2.41	650.22	652.63
PERSONNEL SERVICES	3	31	34	2.44	26.66	29.10
PUBLIC INFORMATION	4	5	9	2.92	2.88	5.80
CUSTODIAN SUPERVISOR	76	5	81	69.39	5.00	74.39
JANITOR, CUSTODIAN	898	576	1,474	805.31	419.00	1,224.31
FOOD SERVICE - SUPERVISOR	3	80	83	2.44	59.03	61.47
FOOD SERVICE - MANAGER	0	296	296	0.00	170.58	170.58
FOOD SERVICE - COOK	6	1,012	1,018	3.02	478.66	481.68
FOOD SERVICE - OTHER	36	515	551	18.67	195.55	214.22
MAINTENANCE SUPERVISOR	94	3	97	85.16	1.07	86.23
MAINTENANCE WORKER	362	29	391	298.09	12.49	310.58
INSTRUCTIONAL ASSISTANT - REGULAR ED	93	1,991	2,084	39.86	975.24	1,015.10
INSTRUCTIONAL ASSISTANT - SPECIAL ED	72	1,552	1,624	40.60	858.08	898.68
RELATED SERVICES ASSISTANT, SPECIAL ED	3	42	45	2.03	20.31	22.34
INTERPRETER - HEARING IMPAIRED	5	50	55	2.95	28.20	31.15
LIBRARY ASSISTANT	3	393	396	1.60	221.20	222.80
TRANSPORTATION SUPERVISOR	64	5	69	52.17	2.62	54.79
TRANSPORTATION DISPATCHER/SECRETARY	1	29	30	0.17	21.58	21.75
TRANSPORTATION - SCHOOL BUS MECHANIC	83	1	84	73.56	0.17	73.73
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	4	3	7	3.55	2.35	5.90
VEHICLE OPERATOR	496	901	1,397	192.23	364.79	557.02
TRANSPORTATION - SCHOOL BUS ATTENDANT	5	93	98	1.73	42.18	43.91
ATTENDANCE OFFICER	5	14	19	3.71	8.09	11.80
SPECIAL PROJECT PERSONNEL	47	87	134	12.79	38.77	51.56
OTHER NON-CERTIFIED, SPECIFY	275	586	861	78.43	125.00	203.43
DATA PROCESSING SERVICES	12	18	30	9.87	15.24	25.11
TOTALS	2,695	9,692	12,387	1,839.05	5,118.50	6,957.55

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	TOTAL (i)	MEN (j)	WOMEN (k)	TOTAL (l)	
BUSINESS MANAGER	\$23.75	\$15.23	\$18.83	\$48,113	\$27,204	\$36,050	\$1,874,590
CLERK - BOARD OF TRUSTEES	14.01	12.52	12.70	10,131	18,404	17,384	1,269,023
OFFICE CLERICAL - DISTRICT	14.17	10.19	10.31	24,461	17,986	18,178	6,743,939
OFFICE CLERICAL - BUILDING	8.00	9.02	9.02	13,422	13,431	13,431	12,410,410
PERSONNEL SERVICES	24.64	12.90	13.94	45,509	23,646	25,575	869,547
PUBLIC INFORMATION	16.76	14.08	15.27	28,057	18,299	22,636	203,721
CUSTODIAN SUPERVISOR	10.75	10.89	10.76	19,785	22,651	19,962	1,616,912
JANITOR, CUSTODIAN	8.69	8.17	8.48	16,003	12,098	14,477	21,338,770
FOOD SERVICE - SUPERVISOR	14.30	11.68	11.77	24,772	18,333	18,566	1,540,955
FOOD SERVICE - MANAGER	0.00	8.91	8.91	0	10,799	10,799	3,196,599
FOOD SERVICE - COOK	7.58	7.07	7.07	8,521	7,109	7,117	7,245,320
FOOD SERVICE - OTHER	7.80	6.73	6.80	8,903	5,524	5,745	3,165,528
MAINTENANCE SUPERVISOR	14.67	7.54	14.45	27,266	7,280	26,648	2,584,845
MAINTENANCE WORKER	10.52	7.44	10.29	18,639	6,980	17,774	6,949,597
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.28	7.28	7.28	6,309	7,327	7,281	15,174,070
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.24	7.31	7.31	8,611	8,405	8,414	13,664,159
RELATED SERVICES ASSISTANT, SPECIAL ED	10.01	8.62	8.71	14,116	8,636	9,002	405,069
INTERPRETER - HEARING IMPAIRED	10.02	9.72	9.75	12,450	11,194	11,308	621,927
LIBRARY ASSISTANT	7.73	7.77	7.77	9,030	9,201	9,200	3,643,271
TRANSPORTATION SUPERVISOR	14.95	10.63	14.63	25,821	12,977	24,890	1,717,435
TRANSPORTATION DISPATCHER/SECRETARY	12.00	8.76	8.86	4,320	14,109	13,783	413,484
TRANSPORTATION - SCHOOL BUS MECHANIC	11.77	9.35	11.74	21,578	3,366	21,361	1,794,329
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	11.66	9.90	10.91	21,880	16,691	19,656	137,592
VEHICLE OPERATOR	9.85	10.01	9.95	7,687	8,134	7,975	11,141,432
TRANSPORTATION - SCHOOL BUS ATTENDANT	7.56	6.72	6.77	5,590	6,387	6,347	621,958
ATTENDANCE OFFICER	13.31	8.49	9.76	20,581	10,341	13,036	247,678
SPECIAL PROJECT PERSONNEL	13.62	10.42	11.54	8,314	9,981	9,397	1,259,147
OTHER NON-CERTIFIED, SPECIFY	9.64	8.58	8.92	6,790	4,274	5,078	4,372,088
DATA PROCESSING SERVICES	14.86	13.99	14.33	25,394	25,563	25,495	764,858
AVERAGES	\$9.98	\$8.14	\$8.54	\$14,367	\$9,108	\$10,252	\$126,988,253 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

** "Statewide" Total Salaries equals the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS
1995-1996**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	8	3	11	7.96	3.00	10.96
CLERK - BOARD OF TRUSTEES	0	9	9	0.00	6.16	6.16
OFFICE CLERICAL - DISTRICT	6	197	203	5.84	172.77	178.61
OFFICE CLERICAL - BUILDING	1	435	436	0.77	313.79	314.56
PERSONNEL SERVICES	3	19	22	2.44	17.68	20.12
PUBLIC INFORMATION	3	4	7	2.84	2.58	5.42
CUSTODIAN SUPERVISOR	25	2	27	24.60	2.00	26.60
JANITOR, CUSTODIAN	499	169	668	480.21	154.83	635.04
FOOD SERVICE - SUPERVISOR	1	13	14	0.88	11.62	12.50
FOOD SERVICE - MANAGER	0	153	153	0.00	87.86	87.86
FOOD SERVICE - COOK	2	407	409	1.46	194.14	195.60
FOOD SERVICE - OTHER	17	332	349	12.65	141.93	154.58
MAINTENANCE SUPERVISOR	19	0	19	18.92	0.00	18.92
MAINTENANCE WORKER	187	6	193	180.73	5.29	186.02
INSTRUCTIONAL ASSISTANT - REGULAR ED	38	747	785	17.84	363.57	381.41
INSTRUCTIONAL ASSISTANT - SPECIAL ED	50	838	888	30.01	474.93	504.94
RELATED SERVICES ASSISTANT, SPECIAL ED	3	15	18	2.03	7.65	9.68
INTERPRETER - HEARING IMPAIRED	4	28	32	2.43	15.44	17.87
LIBRARY ASSISTANT	2	204	206	0.87	120.79	121.66
TRANSPORTATION SUPERVISOR	10	0	10	9.73	0.00	9.73
TRANSPORTATION DISPATCHER/SECRETARY	0	13	13	0.00	11.60	11.60
TRANSPORTATION - SCHOOL BUS MECHANIC	34	1	35	33.46	0.17	33.63
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	4	3	7	3.55	2.35	5.90
VEHICLE OPERATOR	191	345	536	93.15	169.33	262.48
TRANSPORTATION - SCHOOL BUS ATTENDANT	2	54	56	0.97	30.10	31.07
ATTENDANCE OFFICER	1	6	7	0.70	3.86	4.56
SPECIAL PROJECT PERSONNEL	22	37	59	5.05	17.61	22.66
OTHER NON-CERTIFIED, SPECIFY	125	356	481	56.25	76.13	132.38
DATA PROCESSING SERVICES	7	13	20	6.24	12.02	18.26
TOTALS	1,264	4,409	5,673	1,001.58	2,419.20	3,420.78

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES
	MEN (g)	WOMEN (h)	TOTAL (i)	MEN (j)	WOMEN (k)	TOTAL (l)	
BUSINESS MANAGER	\$25.30	\$27.07	\$25.78	\$52,259	\$56,313	\$53,364	\$587,006
CLERK - BOARD OF TRUSTEES	0.00	10.85	10.85	0	17,685	17,685	159,168
OFFICE CLERICAL - DISTRICT	12.64	10.26	10.33	25,321	18,967	19,155	3,888,450
OFFICE CLERICAL - BUILDING	7.22	9.35	9.35	11,552	14,183	14,177	6,181,121
PERSONNEL SERVICES	24.64	13.58	15.09	45,509	26,397	29,003	638,066
PUBLIC INFORMATION	18.67	16.14	17.23	36,822	21,964	28,332	198,323
CUSTODIAN SUPERVISOR	11.22	10.62	11.18	23,018	22,090	22,949	619,622
JANITOR, CUSTODIAN	8.61	8.48	8.58	17,369	16,218	17,077	11,407,690
FOOD SERVICE - SUPERVISOR	20.60	16.59	16.88	37,904	30,927	31,426	439,960
FOOD SERVICE - MANAGER	0.00	9.20	9.20	0	11,150	11,150	1,705,916
FOOD SERVICE - COOK	8.22	7.29	7.30	13,846	7,362	7,394	3,024,123
FOOD SERVICE - OTHER	8.02	7.04	7.09	12,867	6,432	6,745	2,354,145
MAINTENANCE SUPERVISOR	18.40	0.00	18.40	38,133	0	38,133	724,529
MAINTENANCE WORKER	11.56	9.33	11.49	23,334	17,066	23,139	4,465,799
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.17	7.59	7.57	6,915	7,615	7,582	5,951,555
INSTRUCTIONAL ASSISTANT - SPECIAL ED	7.57	7.52	7.52	9,348	8,858	8,886	7,890,718
RELATED SERVICES ASSISTANT, SPECIAL ED	10.01	8.73	8.94	14,116	10,047	10,725	193,054
INTERPRETER - HEARING IMPAIRED	10.97	10.49	10.55	13,884	11,897	12,146	388,659
LIBRARY ASSISTANT	6.62	8.10	7.89	5,984	10,038	9,999	2,059,710
TRANSPORTATION SUPERVISOR	17.82	0.00	17.82	35,959	0	35,959	359,585
TRANSPORTATION DISPATCHER/SECRETARY	0.00	9.56	9.56	0	17,793	17,793	231,315
TRANSPORTATION - SCHOOL BUS MECHANIC	11.71	9.35	11.64	24,043	3,366	23,453	820,840
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	11.66	9.30	10.91	21,880	16,691	19,656	137,592
VEHICLE OPERATOR	9.11	9.30	9.23	9,231	9,524	9,420	5,049,058
TRANSPORTATION - SCHOOL BUS ATTENDANT	7.25	6.97	6.98	7,059	8,018	7,984	447,113
ATTENDANCE OFFICER	30.06	9.29	12.26	43,963	12,320	16,841	117,885
SPECIAL PROJECT PERSONNEL	13.67	12.08	12.67	6,788	12,376	10,292	607,225
OTHER NON-CERTIFIED, SPECIFY	9.87	8.62	8.94	11,474	4,638	6,415	3,085,379
DATA PROCESSING SERVICES	14.40	15.39	15.04	28,114	29,557	29,052	581,037
AVERAGES	\$9.86	\$8.30	\$8.65	\$16,732	\$9,790	\$11,337	\$64,314,643

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS
1995-1996**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	10	0	10	9.94	0.00	9.94
CLERK - BOARD OF TRUSTEES	0	4	4	0.00	3.94	3.94
OFFICE CLERICAL - DISTRICT	2	59	61	1.94	51.25	53.19
OFFICE CLERICAL - BUILDING	0	178	178	0.00	126.69	126.69
PERSONNEL SERVICES	0	6	6	0.00	5.25	5.25
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	10	1	11	10.00	1.00	11.00
JANITOR, CUSTODIAN	161	122	283	133.24	85.01	218.25
FOOD SERVICE - SUPERVISOR	0	10	10	0.00	7.53	7.53
FOOD SERVICE - MANAGER	0	51	51	0.00	29.50	29.50
FOOD SERVICE - COOK	3	233	236	0.87	102.08	102.95
FOOD SERVICE - OTHER	8	66	74	3.20	23.65	26.85
MAINTENANCE SUPERVISOR	14	0	14	13.50	0.00	13.50
MAINTENANCE WORKER	71	6	77	59.50	3.50	63.00
INSTRUCTIONAL ASSISTANT - REGULAR ED	32	462	494	12.01	225.77	237.78
INSTRUCTIONAL ASSISTANT - SPECIAL ED	15	259	274	7.38	141.40	148.78
RELATED SERVICES ASSISTANT, SPECIAL ED	0	7	7	0.00	3.83	3.83
INTERPRETER - HEARING IMPAIRED	1	11	12	0.52	6.34	6.86
LIBRARY ASSISTANT	0	67	67	0.00	36.09	36.09
TRANSPORTATION SUPERVISOR	7	1	8	6.59	0.94	7.53
TRANSPORTATION DISPATCHER/SECRETARY	0	6	6	0.00	5.10	5.10
TRANSPORTATION - SCHOOL BUS MECHANIC	15	0	15	14.09	0.00	14.09
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	67	162	229	25.07	64.15	89.22
TRANSPORTATION - SCHOOL BUS ATTENDANT	1	14	15	0.13	5.69	5.82
ATTENDANCE OFFICER	1	2	3	1.00	1.52	2.52
SPECIAL PROJECT PERSONNEL	10	22	32	3.53	9.62	13.15
OTHER NON-CERTIFIED, SPECIFY	9	23	32	4.48	11.84	16.32
DATA PROCESSING SERVICES	2	2	4	2.00	1.35	3.35
TOTALS	439	1,774	2,213	308.99	953.04	1,262.03

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES
	MEN (g)	WOMEN (h)	TOTAL (i)	MEN (j)	WOMEN (k)	TOTAL (l)	
BUSINESS MANAGER	\$24.88	\$0.00	\$24.88	\$51,398	\$0	\$51,398	\$513,975
CLERK - BOARD OF TRUSTEES	0.00	12.62	12.62	0	25,810	25,810	103,241
OFFICE CLERICAL - DISTRICT	15.61	10.03	10.21	31,143	18,169	18,594	1,134,233
OFFICE CLERICAL - BUILDING	0.00	8.84	8.84	0	13,361	13,361	2,378,332
PERSONNEL SERVICES	0.00	13.01	13.01	0	24,494	24,494	146,964
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	9.91	14.22	10.31	20,621	29,578	21,436	235,791
JANITOR, CUSTODIAN	8.51	7.93	8.26	14,128	11,295	12,907	3,652,664
FOOD SERVICE - SUPERVISOR	0.00	11.36	11.36	0	18,559	18,559	185,593
FOOD SERVICE - MANAGER	0.00	9.04	9.04	0	11,002	11,002	561,119
FOOD SERVICE - COOK	7.20	7.05	7.05	4,255	6,610	6,580	1,552,952
FOOD SERVICE - OTHER	7.62	6.05	6.22	6,907	4,711	4,949	366,203
MAINTENANCE SUPERVISOR	14.13	0.00	14.13	28,399	0	28,399	397,591
MAINTENANCE WORKER	9.42	8.25	9.33	17,321	8,618	16,643	1,281,497
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.46	7.10	7.06	5,236	7,119	6,997	3,456,740
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.84	7.05	7.04	7,571	8,034	8,008	2,194,272
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	8.82	8.82	0	9,838	9,838	68,863
INTERPRETER - HEARING IMPAIRED	6.22	9.18	8.94	6,718	10,662	10,333	123,996
LIBRARY ASSISTANT	0.00	7.63	7.63	0	8,711	8,711	583,623
TRANSPORTATION SUPERVISOR	15.42	12.82	15.10	30,073	24,999	29,439	235,512
TRANSPORTATION DISPATCHER/SECRETARY	0.00	9.01	9.01	0	16,053	16,053	96,318
TRANSPORTATION - SCHOOL BUS MECHANIC	12.00	0.00	12.00	24,108	0	24,108	361,626
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	9.82	10.08	10.00	7,560	8,224	8,030	1,838,778
TRANSPORTATION - SCHOOL BUS ATTENDANT	5.86	6.04	6.03	1,582	5,272	5,026	75,392
ATTENDANCE OFFICER	10.44	9.13	9.57	21,715	14,590	16,965	50,895
SPECIAL PROJECT PERSONNEL	12.53	8.98	10.09	10,420	8,236	8,918	285,386
OTHER NON-CERTIFIED, SPECIFY	9.10	11.48	10.81	9,649	10,840	10,505	336,164
DATA PROCESSING SERVICES	12.85	7.74	10.30	26,728	12,119	19,424	77,694
AVERAGES	\$9.59	\$7.89	\$8.23	\$14,548	\$8,968	\$10,075	\$22,295,414

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS
1995-1996**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	3	12	15	2.49	11.50	13.99
CLERK - BOARD OF TRUSTEES	2	16	18	0.34	11.79	12.13
OFFICE CLERICAL - DISTRICT	3	58	61	1.73	46.47	48.20
OFFICE CLERICAL - BUILDING	1	199	200	0.85	134.83	135.68
PERSONNEL SERVICES	0	2	2	0.00	1.32	1.32
PUBLIC INFORMATION	1	1	2	0.08	0.30	0.38
CUSTODIAN SUPERVISOR	28	2	30	23.77	2.00	25.77
JANITOR, CUSTODIAN	158	155	313	126.31	100.19	226.50
FOOD SERVICE - SUPERVISOR	2	26	28	1.56	19.69	21.25
FOOD SERVICE - MANAGER	0	66	66	0.00	38.06	38.06
FOOD SERVICE - COOK	1	232	233	0.69	115.56	116.25
FOOD SERVICE - OTHER	7	67	74	2.23	15.30	17.53
MAINTENANCE SUPERVISOR	30	0	30	28.19	0.00	28.19
MAINTENANCE WORKER	63	12	75	35.54	1.82	37.36
INSTRUCTIONAL ASSISTANT - REGULAR ED	15	473	488	6.34	235.55	241.89
INSTRUCTIONAL ASSISTANT - SPECIAL ED	4	302	306	1.87	163.18	165.05
RELATED SERVICES ASSISTANT, SPECIAL ED	0	9	9	0.00	4.40	4.40
INTERPRETER - HEARING IMPAIRED	0	7	7	0.00	4.29	4.29
LIBRARY ASSISTANT	0	70	70	0.00	39.58	39.58
TRANSPORTATION SUPERVISOR	19	1	20	17.29	0.88	18.17
TRANSPORTATION DISPATCHER/SECRETARY	1	7	8	0.17	3.61	3.78
TRANSPORTATION - SCHOOL BUS MECHANIC	24	0	24	19.95	0.00	19.95
TRANSPORTATION - SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	149	217	366	46.86	75.36	122.22
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	13	13	0.00	3.35	3.35
ATTENDANCE OFFICER	3	4	7	2.01	1.83	3.84
SPECIAL PROJECT PERSONNEL	7	12	19	2.50	6.02	8.52
OTHER NON-CERTIFIED, SPECIFY	78	109	187	11.45	18.61	30.06
DATA PROCESSING SERVICES	2	1	3	1.37	0.81	2.18
TOTALS	601	2,073	2,674	333.59	1,056.30	1,389.89

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES
	MEN (g)	WOMEN (h)	TOTAL (i)	MEN (j)	WOMEN (k)	TOTAL (l)	
BUSINESS MANAGER	\$19.01	\$14.81	\$15.65	\$34,757	\$29,327	\$30,413	\$456,196
CLERK - BOARD OF TRUSTEES	16.89	13.41	13.80	6,564	21,395	19,747	355,450
OFFICE CLERICAL - DISTRICT	16.27	10.29	10.59	18,285	17,482	17,522	1,068,832
OFFICE CLERICAL - BUILDING	10.09	8.75	8.76	17,758	12,569	12,595	2,519,085
PERSONNEL SERVICES	0.00	11.60	11.60	0	16,206	16,206	32,411
PUBLIC INFORMATION	11.00	5.83	8.42	1,760	3,638	2,699	5,398
CUSTODIAN SUPERVISOR	9.91	9.50	9.88	16,836	19,750	17,030	510,900
JANITOR, CUSTODIAN	8.91	8.48	8.70	14,381	10,294	12,357	3,867,840
FOOD SERVICE - SUPERVISOR	11.16	11.26	11.25	18,207	17,733	17,767	497,473
FOOD SERVICE - MANAGER	0.00	8.40	8.40	0	10,097	10,097	666,414
FOOD SERVICE - COOK	7.41	6.86	6.86	10,670	7,286	7,301	1,701,069
FOOD SERVICE - OTHER	8.03	5.96	6.15	5,582	2,907	3,160	233,810
MAINTENANCE SUPERVISOR	14.62	0.00	14.62	27,285	0	27,285	818,554
MAINTENANCE WORKER	9.25	6.61	8.83	11,319	1,979	9,825	736,840
INSTRUCTIONAL ASSISTANT - REGULAR ED	8.94	6.94	7.00	6,624	7,268	7,248	3,537,210
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.17	7.12	7.10	5,927	7,962	7,936	2,428,330
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	10.01	10.01	0	8,663	8,663	77,970
INTERPRETER - HEARING IMPAIRED	0.00	7.86	7.86	0	9,971	9,971	69,797
LIBRARY ASSISTANT	0.00	7.47	7.47	0	8,818	8,818	617,257
TRANSPORTATION SUPERVISOR	14.60	12.39	14.49	27,622	22,798	27,381	547,618
TRANSPORTATION DISPATCHER/SECRETARY	12.00	8.13	8.62	4,320	9,354	8,725	69,798
TRANSPORTATION - SCHOOL BUS MECHANIC	11.47	0.00	11.47	19,290	0	19,290	462,969
TRANSPORTATION - SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	10.34	10.40	10.38	6,466	7,054	6,814	2,494,065
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	6.54	6.54	0	3,563	3,563	46,320
ATTENDANCE OFFICER	8.68	7.15	7.81	12,409	6,624	9,103	63,720
SPECIAL PROJECT PERSONNEL	16.91	10.28	12.72	13,457	10,336	11,486	218,227
OTHER NON-CERTIFIED, SPECIFY	9.61	8.44	8.93	2,972	2,844	2,897	541,814
DATA PROCESSING SERVICES	20.63	15.81	19.02	24,404	26,561	25,123	75,369
AVERAGES	\$10.24	\$8.01	\$8.51	\$11,720	\$8,527	\$9,245	\$24,720,736

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS
1995-1996**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	1	8	9	0.75	6.21	6.96
CLERK - BOARD OF TRUSTEES	5	13	18	2.63	6.95	9.58
OFFICE CLERICAL - DISTRICT	0	23	23	0.00	15.90	15.90
OFFICE CLERICAL - BUILDING	1	72	73	0.79	50.49	51.28
PERSONNEL SERVICES	0	2	2	0.00	1.39	1.39
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	5	0	5	3.96	0.00	3.96
JANITOR, CUSTODIAN	43	84	127	37.10	51.66	88.76
FOOD SERVICE - SUPERVISOR	0	17	17	0.00	11.45	11.45
FOOD SERVICE - MANAGER	0	12	12	0.00	6.54	6.54
FOOD SERVICE - COOK	0	96	96	0.00	45.12	45.12
FOOD SERVICE - OTHER	2	30	32	0.11	8.64	8.75
MAINTENANCE SUPERVISOR	17	2	19	12.93	0.32	13.25
MAINTENANCE WORKER	30	2	32	17.35	1.34	18.69
INSTRUCTIONAL ASSISTANT - REGULAR ED	5	208	213	2.50	104.92	107.42
INSTRUCTIONAL ASSISTANT - SPECIAL ED	1	92	93	0.62	47.45	48.07
RELATED SERVICES ASSISTANT, SPECIAL ED	0	8	8	0.00	3.47	3.47
INTERPRETER - HEARING IMPAIRED	0	3	3	0.00	1.57	1.57
LIBRARY ASSISTANT	1	31	32	0.73	15.54	16.27
TRANSPORTATION SUPERVISOR	16	1	17	13.27	0.36	13.63
TRANSPORTATION DISPATCHER/SECRETARY	0	2	2	0.00	0.89	0.89
TRANSPORTATION - SCHOOL BUS MECHANIC	6	0	6	4.28	0.00	4.28
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	46	117	163	14.79	38.50	53.29
TRANSPORTATION - SCHOOL BUS ATTENDANT	1	11	12	0.20	2.86	3.06
ATTENDANCE OFFICER	0	0	0	0.00	0.00	0.00
SPECIAL PROJECT PERSONNEL	2	10	12	1.12	4.43	5.55
OTHER NON-CERTIFIED, SPECIFY	35	56	91	3.90	9.99	13.89
DATA PROCESSING SERVICES	0	1	1	0.00	0.77	0.77
TOTALS	217	901	1,118	117.03	436.76	553.79

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (m)
	MEN (g)	WOMEN (h)	TOTAL (i)	MEN (j)	WOMEN (k)	TOTAL (l)	
BUSINESS MANAGER	\$14.21	\$12.48	\$12.67	\$22,168	\$20,078	\$20,310	\$182,792
CLERK - BOARD OF TRUSTEES	12.90	13.79	13.55	14,098	14,431	14,338	258,089
OFFICE CLERICAL - DISTRICT	0.00	9.93	9.93	0	14,829	14,829	341,064
OFFICE CLERICAL - BUILDING	6.68	8.88	8.85	10,955	12,845	12,820	935,829
PERSONNEL SERVICES	0.00	10.48	10.48	0	15,145	15,145	30,289
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	12.18	0.00	12.18	19,955	0	19,955	99,776
JANITOR, CUSTODIAN	8.21	7.66	7.85	14,374	9,968	11,460	1,455,390
FOOD SERVICE - SUPERVISOR	0.00	10.40	10.40	0	14,474	14,474	246,061
FOOD SERVICE - MANAGER	0.00	8.01	8.01	0	9,192	9,192	110,303
FOOD SERVICE - COOK	0.00	6.77	6.77	0	6,792	6,792	652,028
FOOD SERVICE - OTHER	8.63	6.64	6.76	955	4,085	3,889	124,458
MAINTENANCE SUPERVISOR	13.53	5.50	12.68	20,988	1,857	18,975	360,517
MAINTENANCE WORKER	9.47	6.20	9.27	11,344	9,048	11,200	358,409
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.41	7.51	7.48	6,741	7,275	7,263	1,546,998
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5.52	6.73	6.71	7,148	7,317	7,316	680,347
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	6.93	6.93	0	6,253	6,253	50,021
INTERPRETER - HEARING IMPAIRED	0.00	8.77	8.77	0	9,262	9,262	27,787
LIBRARY ASSISTANT	9.95	7.31	7.39	15,124	7,786	8,016	256,503
TRANSPORTATION SUPERVISOR	15.76	9.04	15.37	26,119	6,834	24,984	424,731
TRANSPORTATION DISPATCHER/SECRETARY	0.00	6.08	6.08	0	5,447	5,447	10,893
TRANSPORTATION - SCHOOL BUS MECHANIC	10.96	0.00	10.96	17,514	0	17,514	105,085
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	10.96	11.28	11.19	7,066	6,985	7,008	1,142,253
TRANSPORTATION - SCHOOL BUS ATTENDANT	3.93	6.28	6.34	2,861	3,371	3,329	79,046
ATTENDANCE OFFICER	0.00	0.00	0.00	0	0	0	0
SPECIAL PROJECT PERSONNEL	10.20	8.52	8.80	13,065	8,204	9,014	108,166
OTHER NON-CERTIFIED, SPECIFY	11.26	7.79	9.13	2,279	3,036	2,745	249,807
DATA PROCESSING SERVICES	0.00	12.90	12.90	0	20,588	20,588	20,588
AVERAGES	\$10.70	\$8.20	\$8.69	\$11,674	\$8,085	\$8,782	\$9,818,130

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2,080, the number of working hours in a year.

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES
AVERAGE ANNUAL SALARY AND AVERAGE HOURLY PAY RATE**

**SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS
1995-1996**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	0	7	7	0.00	4.93	4.93
CLERK - BOARD OF TRUSTEES	2	22	24	0.33	16.77	17.10
OFFICE CLERICAL - DISTRICT	0	23	23	0.00	15.90	15.90
OFFICE CLERICAL - BUILDING	0	37	37	0.00	24.42	24.42
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
PERSONNEL SERVICES	0	2	2	0.00	1.02	1.02
CUSTODIAN SUPERVISOR	8	0	8	7.06	0.00	7.06
JANITOR, CUSTODIAN	37	46	83	28.45	27.31	55.76
FOOD SERVICE - SUPERVISOR	0	14	14	0.00	8.74	8.74
FOOD SERVICE - MANAGER	0	14	14	0.00	8.62	8.62
FOOD SERVICE - COOK	0	44	44	0.00	21.76	21.76
FOOD SERVICE - OTHER	2	20	22	0.48	6.03	6.51
MAINTENANCE SUPERVISOR	14	1	15	11.62	0.75	12.37
MAINTENANCE WORKER	11	3	14	4.97	0.54	5.51
INSTRUCTIONAL ASSISTANT - REGULAR ED	3	101	104	1.17	45.43	46.60
INSTRUCTIONAL ASSISTANT - SPECIAL ED	2	61	63	0.72	31.12	31.84
RELATED SERVICES ASSISTANT, SPECIAL ED	0	3	3	0.00	0.96	0.96
INTERPRETER - HEARING IMPAIRED	0	1	1	0.00	0.56	0.56
LIBRARY ASSISTANT	0	21	21	0.00	9.20	9.20
TRANSPORTATION SUPERVISOR	12	2	14	5.29	0.44	5.73
TRANSPORTATION DISPATCHER/SECRETARY	0	1	1	0.00	0.38	0.38
TRANSPORTATION - SCHOOL BUS MECHANIC	4	0	4	1.78	0.00	1.78
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	43	60	103	12.36	17.45	29.81
TRANSPORTATION - SCHOOL BUS ATTENDANT	1	1	2	0.43	0.18	0.61
ATTENDANCE OFFICER	0	2	2	0.00	0.88	0.88
SPECIAL PROJECT PERSONNEL	6	6	12	0.59	1.09	1.68
OTHER NON-CERTIFIED, SPECIFY	28	42	70	2.35	8.43	10.78
DATA PROCESSING SERVICES	1	1	2	0.26	0.29	0.55
TOTALS	174	535	709	77.86	253.20	331.06

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES
	MEN (g)	WOMEN (h)	TOTAL (i)	MEN (j)	WOMEN (k)	TOTAL (l)	
BUSINESS MANAGER	\$0.00	\$14.00	\$14.00	\$0	\$19,232	\$19,232	\$134,621
CLERK - BOARD OF TRUSTEES	13.89	11.78	11.95	3,782	17,523	16,378	393,075
OFFICE CLERICAL - DISTRICT	0.00	9.95	9.95	0	13,537	13,537	311,360
OFFICE CLERICAL - BUILDING	0.00	7.72	7.72	0	10,704	10,704	396,043
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
PERSONNEL SERVICES	0.00	9.89	9.89	0	10,909	10,909	21,817
CUSTODIAN SUPERVISOR	12.35	0.00	12.35	18,853	0	18,853	150,823
JANITOR, CUSTODIAN	10.03	7.57	8.67	14,556	9,056	11,508	955,186
FOOD SERVICE - SUPERVISOR	0.00	9.67	9.67	0	12,276	12,276	171,868
FOOD SERVICE - MANAGER	0.00	8.49	8.49	0	10,918	10,918	152,847
FOOD SERVICE - COOK	0.00	6.87	6.87	0	7,162	7,162	315,148
FOOD SERVICE - OTHER	4.97	6.41	6.28	2,777	4,068	3,951	86,912
MAINTENANCE SUPERVISOR	11.67	11.62	11.66	18,966	18,127	18,910	283,654
MAINTENANCE WORKER	9.89	6.22	9.10	9,144	2,154	7,647	107,052
INSTRUCTIONAL ASSISTANT - REGULAR ED	10.63	7.00	7.10	7,776	6,517	6,554	681,567
INSTRUCTIONAL ASSISTANT - SPECIAL ED	4.97	7.39	7.32	4,099	7,579	7,468	470,492
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	7.90	7.90	0	5,054	5,054	15,161
INTERPRETER - HEARING IMPAIRED	0.00	9.99	9.99	0	11,688	11,688	11,688
LIBRARY ASSISTANT	0.00	6.71	6.71	0	6,008	6,008	126,178
TRANSPORTATION SUPERVISOR	11.73	9.44	11.40	11,645	5,128	10,714	149,989
TRANSPORTATION DISPATCHER/SECRETARY	0.00	6.45	6.45	0	5,160	5,160	5,160
TRANSPORTATION - SCHOOL BUS MECHANIC	14.39	0.00	14.39	10,952	0	10,952	43,809
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	10.32	10.03	10.15	5,926	6,041	5,993	617,278
TRANSPORTATION - SCHOOL BUS ATTENDANT	10.43	10.00	10.22	9,387	3,800	6,594	13,187
ATTENDANCE OFFICER	0.00	8.15	8.15	0	7,589	7,589	15,178
SPECIAL PROJECT PERSONNEL	12.55	9.00	10.78	2,818	3,873	3,345	40,143
OTHER NON-CERTIFIED, SPECIFY	6.87	8.06	7.59	1,240	2,957	2,270	158,924
DATA PROCESSING SERVICES	10.50	7.50	9.00	5,670	4,500	5,085	10,170
AVERAGES	\$10.07	\$8.11	\$8.59	\$9,225	\$7,914	\$8,236	\$5,839,330

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Inquiries regarding compliance with this nondiscriminatory policy may be directed to Dr. Anne C. Fox, State Superintendent of Public Instruction, P.O. Box 83720, Boise, Idaho 83720-0027, (208) 334-3300, or to the Director of Office of Civil Rights, Department of Education, Washington, D.C.